

EXHIBIT 67

2015-2016 Annual Report



THE 
UNIVERSITY
OF IOWA | Pomerantz
Career Center



MISSION STATEMENT

*Helping Hawkeyes
to become leaders
in their careers and
communities.*

VISION STATEMENT

*To create an engaged,
career-centered
campus that prepares
students for lifelong
professional success.*

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2015-2016 Quick Facts

University of Iowa Pomerantz Career Center

415,156

visits to
careers.uiowa.edu

Staff from the Center
traveled more than

17,000

miles to conduct
employer outreach

8,000

students participated
in career-related
workshops &
programs

5,900+

student advising
sessions conducted by
Peer Advisors, Career
Advisors and staff

4,800

Total interviews were
hosted on campus

a combined
2,700

students attended Four
career fairs held

400+

students participated
in the Career
Leadership Academy

13,000

job, internship, student
employment and volunteer
opportunities were posted
on HireaHawk.com

1,500

students enrolled in
Career Center
courses



University of Iowa

Fall 2015 Enrollment Report for Undergraduates
from Tippie College of Business, Colleges of
Education, Engineering, Liberal Arts and Sciences
(CLAS), and Nursing: UI Registrar (Fall 2015)

www.registrar.uiowa.edu

	College of Business	College of Education	College of Engineering	College of Liberal Arts & Sciences	College of Nursing
GENDER					
Men	1,439	55	1,982	7,434	31
Women	897	274	695	9,297	758
Transgender	-	-	-	18	-
ORIGIN					
Resident of Iowa	1,074	-	1,311	9,305	505
Non-resident of Iowa	1,262	-	1,366	7,446	306
ETHNICITY					
American Indian or Native Alaskan	2	-	4	24	1
African American	27	3	56	637	5
Hispanic	87	25	141	1,373	28
Asian	54	5	152	638	15
2 or More	38	8	74	471	6
Native Hawaiian or Pacific Islander	2	0	5	13	3
Total Minority	210	41	432	3,156	58
Foreign	383	0	188	2,051	9

STUDENTS WITH DISABILITIES TOTAL: 631

Career Advancement

One of the first career-related decisions students make is regarding their major. Assistance in choosing a major that will start them on a career plan is important. Career Advisors help students with major choices and evaluation of career interests through multiple techniques, including assessments and self-reflection.

Later in a student's college career, interview preparation, networking, personal branding and negotiation may be part of career-related conversations with Career Advisors.

ADVISING

Walk-in sessions and internship/program/career advising appointments from Aug 1, 2015-July 15, 2016

PROGRAMS PRESENTED

from Aug 1, 2015-July 15, 2016

5,909

total advising appointments

8,619

attendees

333

at total programs presented

3,903

scheduled appointments
(Career Advisors)

284

programs presented
by Career Advisors
(7,879 attendees)

2,006

walk-in sessions
(Peer Advisors)

49

programs presented
by Peer Advisors
(740 attendees)



Career Advancement

From the Center's exit survey of advisees

99.5% of students reported their primary needs were met during advising or walk-in advising.

99.5% of students would recommend Pomerantz Career Center to a friend.

Most students reported feeling confused or overwhelmed before their appointment and confident or informed following their appointment.



Monica Ahrens

MATHEMATICS, MAY 2016

“I decided late in my sophomore year of college to graduate a year early and pursue graduate school. Being so young put me in a place where I wasn’t sure how to navigate the process of applications, resumes and personal statements. Going to the career center and having Jamie help me through this process was such a blessing. I am very thankful to the Career Center for their help.”

Career Advancement

Student Feedback on Career Advising:

"I really like my advisor (Mallory). She is really great. I believe she can help me better my experience at Iowa, and my career seems to look brighter."

"Sara was the best advisor that I have met with at the UI. She was encouraging, kind and really knew what she was talking about. She helped me to find exactly what I was looking for and more. I will definitely recommend her to other students!"

"I feel way better about my career and backup career. Jenny was very helpful!"

"Crystal was a HUGE help in making my resume stronger."



Student Feedback on Peer Advisors:

"Megan and Dan were seriously awesome and helped me tremendously! They are the best, and I can't wait to come back and, hopefully, tell them I got the internship I applied for."

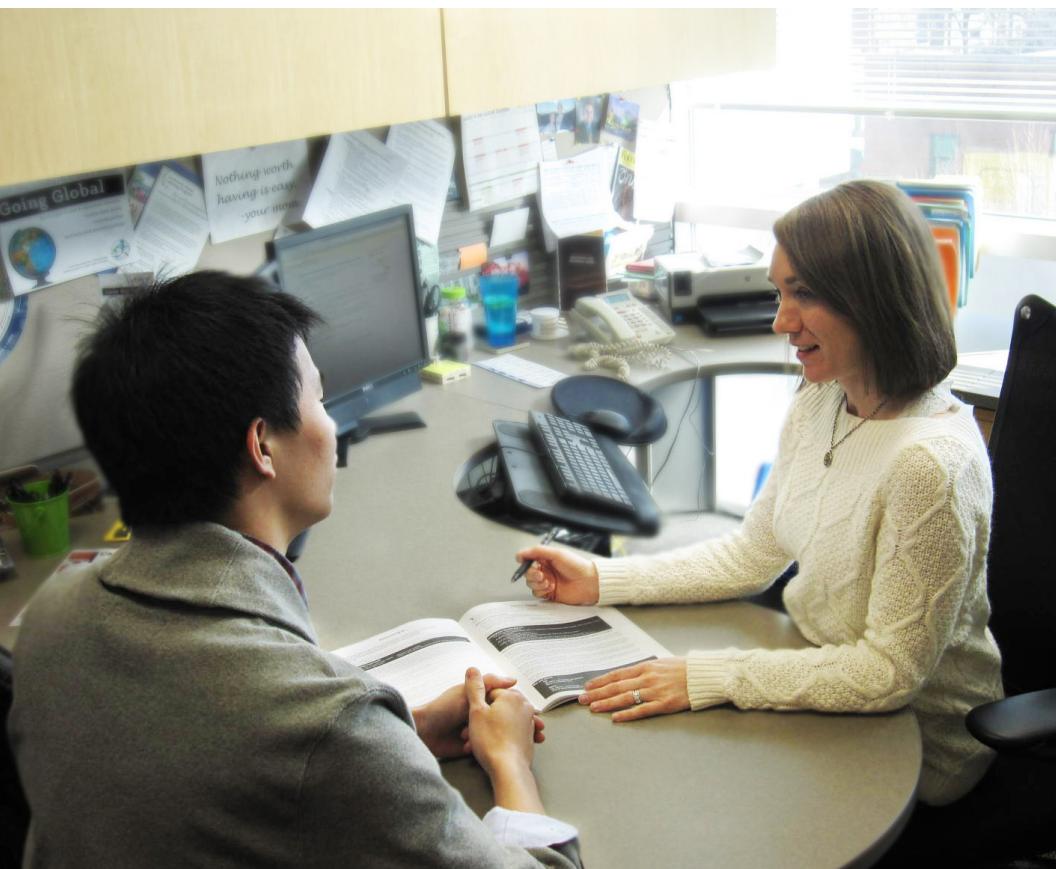
"I was surprised at the quick process I got as a walk-in. I met with someone who helped me right away. Thanks!"

"I think it really helped me a lot for answering my questions about resumes and cover letters and also the application process. I feel more comfortable doing these now."

"I like the walk-in hours provided by the Pomerantz Career Center. This is pretty convenient."

Special Programming and Services

As the needs and career goals of students change, so do the programs offered through the Pomerantz Career Center.



Career Series for International Students:

Each semester, the center does a series of workshops to help students new to the United States and the UI campus to prepare for their job and internship search.

Topics included:

- Competitive Resumes & Cover Letters
- Prepare for the Job & Internship Fair
- Interviewing to Impress
- Job & Internship Search Strategies
- Career Exploration
- Networking & Self-Marketing Skills
- Work Visa Options After Graduation
- Considering and Applying to Grad Schools

Experiential Education

Gaining experience outside of the classroom is essential for the success of students as they look to complement the skills they are gaining in the academic setting. An internship or other experiential opportunity is one of the most important activities students can participate in to prepare for a successful transition to the workplace.

The Pomerantz Career Center offers both for-credit and not-for-credit options (such as a 0-credit internship notation) to students as a way to recognize their experiences.



3,019
Internships recorded
in 2015-2016

2015-2016 Internship Data

Semester	Online Survey	Zero-Credit	PCC Credit	UI Dept.	TOTAL
Fall 2015	46	48	30	881	1,005
Spring 2016	18	86	56	1,004	1,164
Summer 2016	216	151	50	433	850
TOTAL	280	285	136	2,318	3,019

From
HireaHawk.com
From MyUI

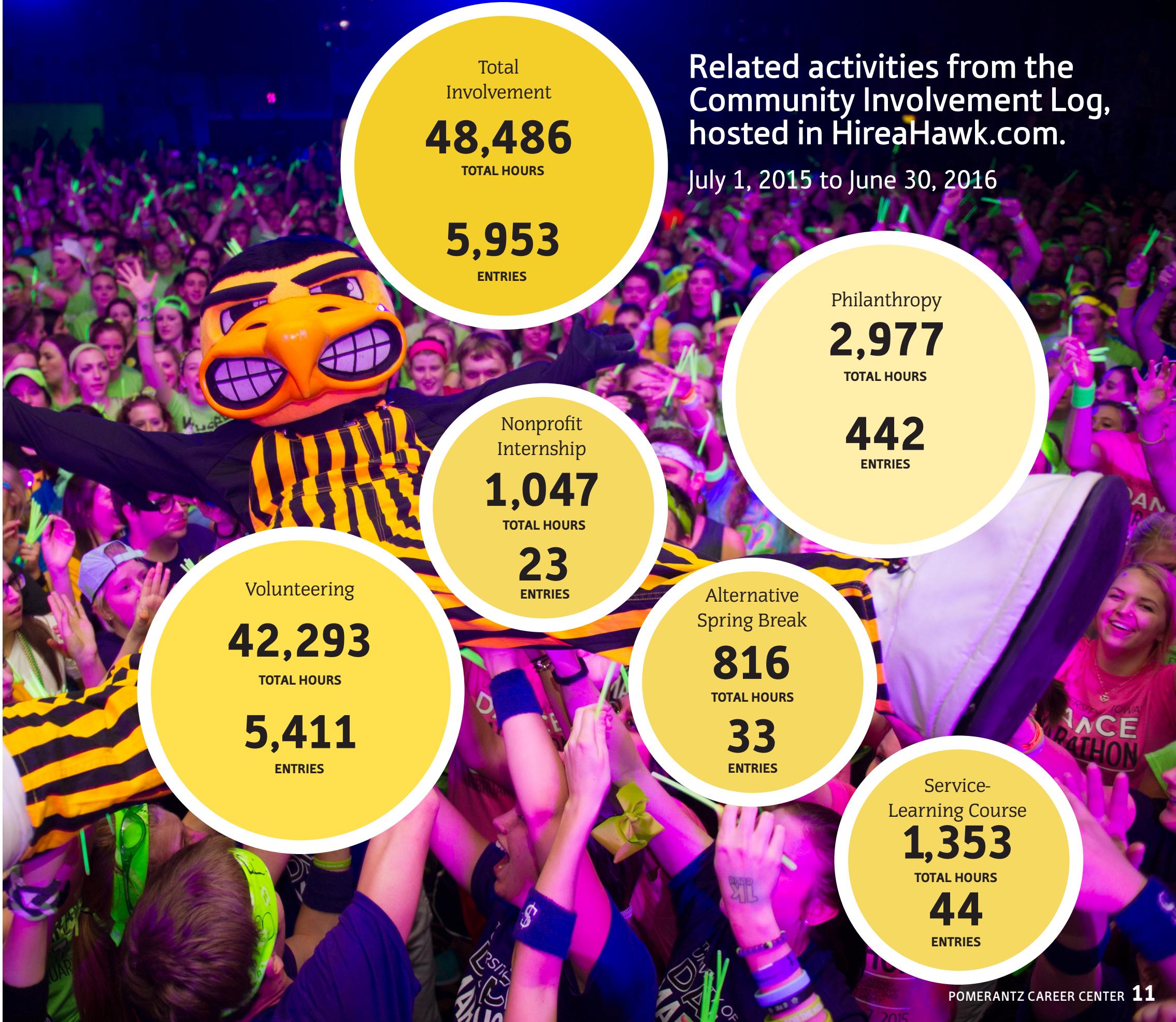


Top
Internship
Sites
2015-2016

ACT	Athletico	City of Coralville	Disney	First National Bank of Iowa	Honkamp Krueger & Co., P.C.
AEGON	Baltimore City Paper	City of Iowa City	District Office of	First Presbyterian Church,	Huawei
Aegon Asset Management	Barracuda Networks	Coalition for the Homeless	Congresswoman Cheri Bustos	Davenport	Northwestern Mutual
AEGON USA Realty Advisors, LLC.	Bayer HealthCare	Coldwell Banker, Prestige	Domestic Violence Intervention	Fitness Xpress	Prelude Behavioral Services
Aerotek	Pharmaceuticals Inc.	Midwest Realtors	Program	Frerichs Law Office	PricewaterhouseCoopers
AgReliant Genetics	BMO Harris Bank	Colgate Palmolive	Dreamfield Venture	Futurewei Technologies Inc.	Rockwell Collins
All American Concrete, Inc.	brainup	CollegeFashionista	Dubuque County Attorney	Gender, Women's and Sexuality	RSM
Altoona Campus Kids Klub	Brenda Nations	Colony Brands Inc.	Empowered Fitness	Studies	Summer of the Arts
Amazon	Bridgestone Retail Operations, LLC	Communication Studies Student Association	Entertainment Cruises	Genentech	Target Stores
American Hotel Register	Bright Futures Chiropractic/ Bonfire Fitness	Community 1st Credit Union	Ernst & Young LLP	General Electric	Terry, Lockridge & Dunn
Amphenol AITC	Burkhart Marketing Associates	Cook Appraisal	ESD Studios	Goldman Sachs	The Principal Financial Group
Angela Burke	Cadence Design System	Coolfire Studios	ETS	GreatMoods	Transamerica
AOL	Camp Adventure Youth Services	Country Stampede	Exile Brewing Company	Habitat for Humanity Quad	U.S. Food and Drug Administration
Apple	Campus Activities Board	Crowd Surf	Farm Bureau	Cities	UI Hospitals and Clinics
Apple Hill Center for Chamber Music	CCM Think Impact	Crystal Flower Shop, Inc.	Farm Bureau Financial Services	HACAP, Inc.	UI Foundation
AroundCampus Group, The	Chicago Woman Magazine	CUNA Mutual Group	FBL Financial Group, Inc.	Hawkeye Brokerage Center	University of Iowa
AT&T	Circuit Court of Cook County	Delirio Films	Fesler Auto Mall	Higher Learning Technologies	Walmart Pharmacy
		Deloitte LLP	First Bank of the Lake	Hiscox USA	
			First Congregational Church	HNI Corporation	

Community Involvement

Beyond the classroom and activities, Hawkeyes are involved in service and service-learning through independent volunteering, structured classroom service and alternative spring break. Students from Iowa make an impact in the immediate area and across the globe through service to those in need.



Community Involvement

Volunteer and Service Site Examples:

Better Earth Textile Recycling
Iowa State Registry for Interpreters

for the Deaf

Ronald McDonald House

Aurora Health Care Psychiatric Hospital

Bur Oak Land Trust

United Action for Youth

Courage League Sports

Brain Injury Alliance for Iowa

Immigrant Rights Network of Iowa

Four Oaks Family & Children's Services

Sholom Home

Midwest Music Therapy

Des Moines Hospice

Free Medical Clinic

Fury Friends Refuge

Cedar Rapids Community School District

TOP 5 MAJORS RECORDING THE MOST COMMUNITY INVOLVEMENT HOURS:

Psychology
Health & Human Physiology
Communication Studies
Pre-Business
Nursing



Student Response on their Experiences:

"It is a humbling experience to work with those who are less fortunate. It got me out of the bubble of Iowa City and helped me understand that there are many larger problems in this world than I have imagined."—AUSTIN

"I have a better understanding of the difference between cultures and can better communicate with people from different backgrounds. It also strengthened my leadership ability."—YANNING

"I learned the importance of working for something greater than yourself. Our environment is not something to take light heartedly. There is a great sense of satisfaction when you are able to improve an area that will last much longer than you will. Knowing that what we created will be there for future students to enjoy gives all of us great satisfaction."—WILLIAM

"I learned how to solve problems, effectively communicate to a large audience, and I accomplished my personal goal of giving back to the community."—ZAREEF

Dual Career Services

In 2015-16, Dual Career Services (DCS) assisted seven of the 13 colleges and academic units with recruiting and hiring. 48 accompanying partners were assisted with job searches. 22 continued services into 2016.

- The DCS also provided **25** limited-service appointments to individuals who did not meet the criteria for full service.
- **30** employers (including the University of Iowa and the UIHC) in seven cities hired DCS clients, with starting salaries of the successfully hired clients totaling approximately \$1.4 million or an average of \$53,846 per hire.



Staff met with
39
prospective candidates
by referral from
departments for
information about
services.

*"We always like auditors with experience. We recruited one of our IT auditors as a dual career situation and it has worked out quite well for us."—TODD, UI
INTERNAL AUDITING*

"It was great to meet with you. I appreciated your candid insight and suggestions to help with my future."

—DCS CLIENT CR

"Thank you again for setting aside your time to meet with me last week. I appreciate your input and suggested changes to my resume and will be using that version moving forward. I felt that the information on the resume covered what I have done and am capable of doing. "

—DCS CLIENT MD

Academic and Leadership Programs

Pomerantz Career Center is continually looking for ways to offer services in different and innovative ways; one of those ways is through a traditional course setting. More than 1,000 students at the University of Iowa enroll each semester in more than 20 different courses offered through Pomerantz Career Center as well as a certificate in Leadership Studies.

These courses offer students an opportunity to interact with professionals from the community and beyond to learn about career paths and networking. Students take courses under the departments of Leadership Studies (LS) or Career Center Programs (CCP).



Mark Zhu

ART—PHOTOGRAPHY AND FRENCH, MAY 2016 GRADUATE

“The Pomerantz Career Center has been a great asset to me throughout my college years. I always find myself coming here for advice on my resume and cover letters, as well as insights on academic and career choices. Amanda at the Career Center connected me to the Student Life Marketing + Design at the IMU, where I landed a student job as a photographer and have since worked there for 3 years. This job helped me discover my passion for photography and art and has had a great impact on my academic and career paths. During my last year of college, Amanda also guided me through the application process for graduate schools. In the fall of 2016, I will be attending Boston University for MFA in graphic design, and I’m really grateful to the Career Center for their resources and services that helped me achieve this.”

Academic and Leadership Programs

Overall Fall 2015 - Summer 2016 Course Enrollment

Course	F '15	Sp '16	Su '16	Total
Job Search Strategies	29	34	0	63
Career Exploration	77	106	0	183
The Washington Center	2	4	5	11
Communication for the Workplace	26	26	0	52
Office Etiquette	32	22	0	54
Successful Teamwork	30	25	0	55
Suit Camp	28	0	0	28
Social Media for the Job Search	85	86	47	218
Advanced Job Search Skills	36	26	0	62
Moneywise	44	49	34	127
Strengths-Based Leadership	11	10	0	21
Culturally Intelligent Leadership	12	0	0	12
Graduate Admissions 101	33	25	0	58
Perspectives on Leadership	27	20	0	47
Career Leadership Academy Part 1	103	141	22	266
Career Leadership Academy Part 2	54	51	10	115
Leadership Community Seminar	22	0	0	22
Academic Internship	18	34	36	88
Leadership Certificate Internship	4	3	9	16
TOTAL ENROLLMENT				1,498

* Data is from registrations in MAUI

137 students were declared as pursuing the Certificate in Leadership Studies as of Summer 2016.

26
students were conferred
the Certificate in
Leadership Studies
during Fall 2015-
Spring 2016

Student Quotes About Courses

"This class is one of the best I've taken so far. It's one of the classes that I wish was a 16-week class, and it's only a 6-week class. I've learned so much not just about teamwork but careers in general. I highly recommend this course to anyone at Iowa."

(SUCCESSFUL TEAMWORK IN THE WORKPLACE)

"I've learned about so many resources in this class. This class would benefit nearly every college student." **(CAREER EXPLORATION)**

"I really liked this class, it helped me explore ideas on where I want to go in the future. It also showed me the best ways to look for jobs and interview for jobs as well as being a good working professional once getting a position." **(JOB SEARCH STRATEGIES)**

"This course was very informative and I learned a lot. I would recommend this course to anyone because managing personal finances is an essential skill in life." **(MONEY WISE: PERSONAL FINANCE BASICS)**

Academic and Leadership Programs

2015-16 Course Stats

Professional Development Courses:

Upon completing the OFFICE ETIQUETTE FOR THE WORKPLACE course, **98%** of students who took the post-test were able to identify a strategy of how to work effectively with someone of a different generation within a workplace environment.

Upon completing the COMMUNICATION IN THE WORKPLACE course,

93% of students who took the post-test were able to explain how both verbal and written communication can be interpreted in the workplace.

Social Media for Your Jobs Search:

In the SOCIAL MEDIA FOR YOUR JOB SEARCH course, students' confidence in their ability to build a professional online presence increased from an average of 56% prior to the course to **91%** after completing the course, according to the pre- and post-test.

Strengths-Based Leadership:

In the STRENGTHS-BASED LEADERSHIP course, students' confidence in their understanding of the process of developing strengths increased from an average of 64% prior to the course to **93%** after completing the course, according to the pre- and post-test.

Suit Camp for the Job Search:

Upon completing the SUIT CAMP FOR THE JOB SEARCH course, **95%** of students who took the post-test were able to give examples of effective interviewing and networking techniques.



Career Leadership Academy

When asked, employers continually ask for and recognize the importance of skills that add to the technical skills learned in academic classes. Skills like communication, analytical skills, teamwork and others rise to the top in what employers are seeking.

One of the ways students can gain those skills to aid them on campus and beyond is through the Career Leadership Academy, a two-part academic course focused on employment and leadership.



425
students participated,
representing
45 different majors

27%
of participants were
International and
minority students

Top 5 Majors:

- Enterprise Leadership
- Business
- Communication Studies
- Sport and Recreation Management
- Interdepartmental Studies

1,114

—Total Number of CLA Alumni
who have completed the entire
program since program inception
in January 2007



Sampling of Organizations where CLA Graduates Work

Acuity Group
American Academy of Pediatrics
American Cancer Society
Ameriprise
Anheuser-Busch
Brooksource
ConAgra Foods
Denver Area School District
Google
Hy-Vee

John Deere
Learfield Sports
Merrill Lynch
Northwestern Mutual
Pricewaterhouse Coopers
RAPP China
Rockwell Collins
State Farm
Target
UI Hospitals and Clinics
US Bank
..... and many, many more!

Making Connections

120 Employers have participated in program events with CLA students this year.

CLA grads work in hundreds of different fields across the country from Portland, OR, to Boston, MA, and Salt Lake City, UT, to Orlando, FL. They are becoming everything—lawyers, doctors, engineers, teachers, account managers, entrepreneurs, etc.

Service Projects and Community Partners Aided in Career Leadership Academy Courses

Fall 2015: Big Brothers Big Sisters, Iowa City Veterans Administration Hospital, Rape Victim Advocacy Program of Iowa City, Iowa City Animal Care and Adoption Center, Ronald McDonald House, Table to Table and Projects for Assistance in Transition from Homelessness (PATH)

Spring 2016: Iowa City's Shelter House, United Action for Youth, Tippie Build – Habitat for Humanity, Johnson County Crisis Center, Ronald McDonald House, and Habitat for Humanity



Career Leadership Academy

Sample of Learning Outcome Results

- 94%** of students believe they can apply strategies to effectively solve problems
- 96%** of students believe they can help groups work toward a common goal
- 96%** of students believe they can articulate their personal leadership philosophy
- 94%** of students believe they are able to work cooperatively with others
- 90%** of students learned to discuss their transferable skills in an interview setting
- 87.5%** of students felt they could apply their personal brand to anything related to the job search



Most Impactful Thing Learned –Part 1 and 2

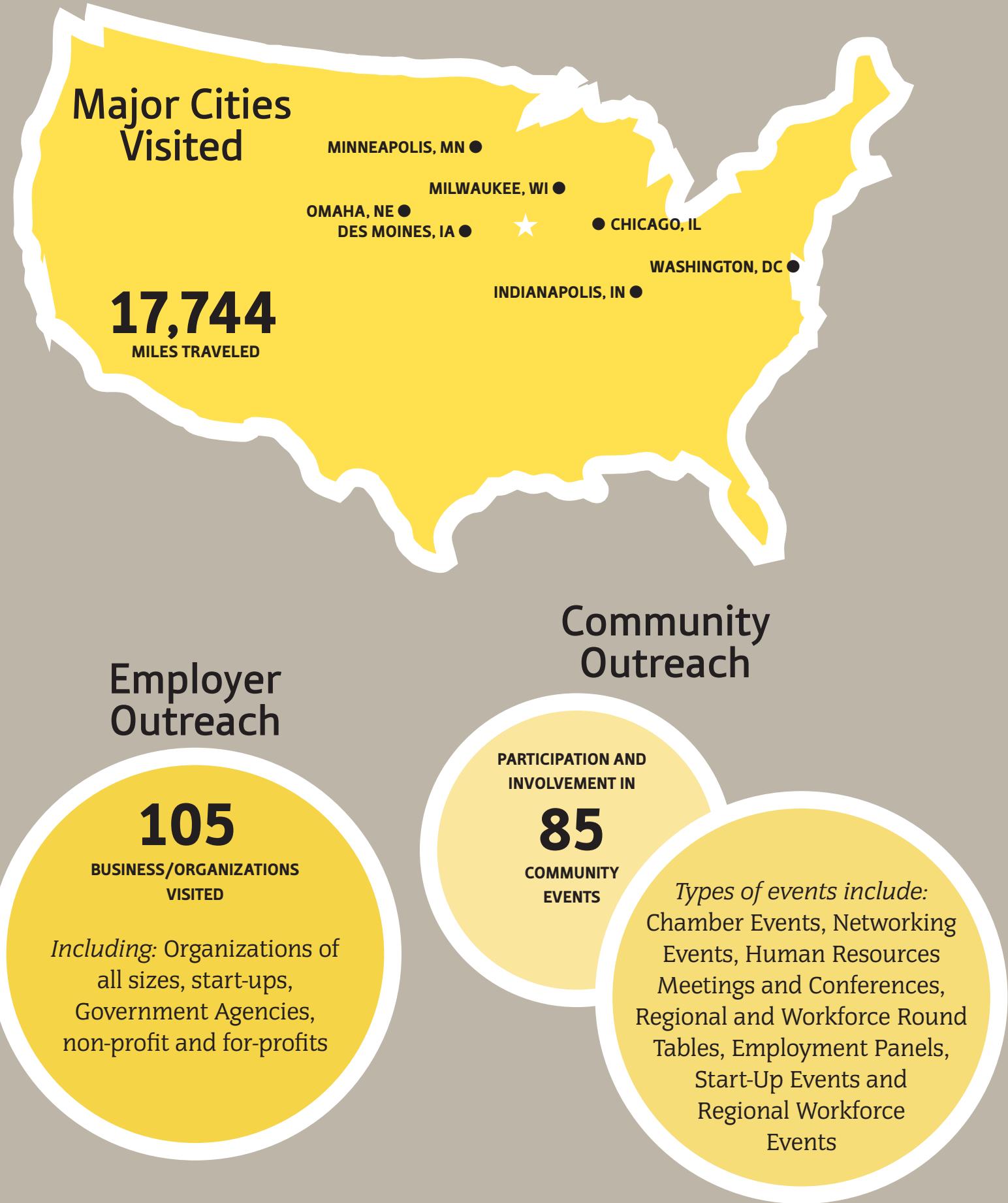
"The most impactful thing that I learned was how to take advantage of networking skills. CLA has pushed me and given me more confidence in myself. It helped me embrace my skills and share them with others."

"By giving me an understanding of the many different personality and leadership styles, the different ages and generational gaps that one will encounter in the work world, and topics such as culture, networking and the identification of our own top skills."

"I think CLA has really taught me who I am as a person. Before the class, I did not have a firm grasp on my strengths, communication style or leadership qualities. Knowing who I am will enable me to effectively apply my skills to real world situations and provide me with the best opportunities to succeed in everything I do."

Corporate and Community Relations

Employer relationships are very important to the Pomerantz Career Center. These relationships allow organizations to find new talent to add to their team while also creating opportunities for Iowa undergraduates. Outreach and consulting to assist in on-campus branding is conducted annually with a range of employers both small and large, from a variety of industries.



Employer Relations and Events

Through on-campus interviews, mock interviews, career fairs and other campus activities, employers and UI students are able to connect and discuss future opportunities.

2015-2016 On-Campus Recruiting Statistics

4,798

On-Campus Interviews
(Includes Full-time/
Internships/Mock
Interviews and College of
Law interviews)

12,958

Jobs, Internships and
Student Employment
Opportunities
Posted on
HireaHawk.com
(2016)



Employer Relations Program Participants

Organizations that have participated in Career Fairs, On-Campus Interviewing and/or Mock Interviews in 2015-2016 include:

A.Y. McDonald Mfg. Co.
ABF Freight System, Inc.
Academy for Urban School Leadership
Academy for Urban School Leadership, Chicago Teacher Residency
Access Systems, Inc.
Ace Hardware Corporation
ACT
Advanced Technologies Group (ATG)
Aerotek
Affiliates Management Company
Aflac
Aflac Global Investors
AFN (Advantage Freight Network)
Agri-Industrial Plastics Company
AIM Group
Aldi
Aldine ISD
Alliant Energy
Allstate Insurance
ALPLA
Alzheimer's Association - East Central Iowa Chapter
American Internation Group (AIG)
American Junior Golf Association
American Marketing & Publishing
American Ordnance LLC
American Trust & Savings Bank
AmeriCorps NCCC
Andersen Corporation
Aon
Apex Systems
AppleTree Children's Center
Applied Predictive Technologies
Archdiocese of Dubuque
Archer Daniels Midland Company (ADM)
Armament Research, Development and Engineering Center
AroundCampus Group, The
ASC Communication, Inc.
ASPIRA Inc. of Illinois
Athena GTX
Athene USA (Formerly Aviva)
ATS Automation
Bank of America/Merrill Lynch
Bankers Trust
Barr Engineering Company
BASF
Baxalta Incorporated
Bazooka Farmstar
bergANKDV
Berkley Technology Services
Berkshire Hathaway Homestate Companies
Bettendorf Community School District
Billion Automotive
Biostest Pharmaceuticals Corp.
BITCO
BKD, LLP (Formerly Wolf & Co)
Blain's Farm & Fleet
BMM Transportation
BMO Harris Bank
Boehringer-Ingelheim Vetmedica
Briarwood Health Care Center
Bridgestone Retail Operations, LLC
Brooksource
bswift
Buckle, Inc.
Buffalo Wild Wings
Bunchball
Burlington Community School District
Businessolver
C.H. Robinson
Cambrex
Cambridge Associates
Cambridge Educational Services
Cambridge Investment Research, Inc.
Camp Adventure Child and Youth Services
Cargill
Cartegraph
Cartwright School District
Casa Grande Elementary School District
Caterpillar Inc.
CDW Corporation
CEB
Cedar Rapids Metro
Cedar Rapids School District
Centerville School District
Centro, Inc.
Cerner Corporation
Chicago Apartment Finders
Chicago Public Schools
Chicago Twenty Something Inc.
ChildServe
Chubb
CIGNA Corporation
Citizens of the World Charter Schools Kansas City
City Year
CIVCO Medical Solutions
Clarion Highlander Hotel & Conference Center
Clear Creek Amana Community School District
Clearwater Analytics
Clifton Larson Allen
Clinton Community School District
CNA Insurance
Cobham Mission Systems
College Community School District
College Possible
College Pro Painters
Colony Brands Inc.
Columbus Junction Community School District
Community High School District 155
ConAgra Foods, Inc.
Converge Consulting
COOK, Inc.
Cortland Capital Market Services
COTG, a Xerox Company
Cottingham & Butler
COUNTRY Financial
Coyote Logistics
Crawford, Murphy & Tilly, Inc. (CMT)
CRST
Crystal Equation Corporation
CUNA Mutual Group
Davenport Community School District
Dayton Freight Lines
Deloitte LLP
DENSO International America
Des Moines Public Schools
Desert Sands Unified School District
Design Engineers
Dick's Sporting Goods
Digital Doc
Direct Supply
DivvyDOSE
Dunn Solutions Group
DuPont
Dyadic
Dynamite Ag
Eaton Corporation
Echo Global Logistics & Command Transportation

Continued >>



Employer Relations and Events

Employer Relations Program Participants CONTINUED

Edgewood Chemical Biological Center	Frontier Natural Products	Hanley, Flight & Zimmerman	Iowa City Regina	LattaHarris LLP	Menards, Inc.	Northern Natural Gas
Egen Solutions	FTI Consulting	Hawkeye Brokerage Center	Iowa County Engineer's Association	Laurel-Concord-Coleridge Schools	Mercy Hospital	Northern Trust
EKS&H		HawkeyePedershaab	Iowa Department of Corrections	Lee Enterprises	Merritt Research Services, LLC	Northwestern Mutual - The Effner Financial Group
Eldorado Trading Group	Galapagos Charter Schools	Hawthorne Direct	Iowa Department of Public Safety	Leepfrog Technologies	MetaCommunications	Northwestern Mutual - The Goris Group Chicago
EleMech	Gallup	HB Fuller	Iowa Department of Transportation	Legal and General Investment Management America	MetLife Chicago	Northwestern Mutual- Des Moines
Elite Satellite	Geater Machining and Manufacturing	HBK Engineering, LLC	Iowa Division Banking	Leo Burnett Advertising	MHC Kenworth	Northwestern Mutual Financial Network - The Zach Group
EMC Insurance Companies	GEICO	HDR Inc.	Iowa Fertilizer Company	Levi, Ray & Shoup, Inc.	Microsoft	Norwalk
Emerson Process Management/Fisher	General Electric	Henderson Products, Inc.	Iowa Insurance Division	Liberty Public Schools	MicroVention	Nucor Buildings Group (American Buildings Company)
English Valley Community School District	General Mills-MN	Herzog Technologies, Inc.	Iowa Mutual Insurance Company	LightEdge Solutions	MidAmerican Energy	NXT Team
Enterprise Rent A Car - Heartland and Chicago	Genova Technologies	Hillphoenix Specialty Products	Iowa Natural Heritage Foundation	LimoLink, Inc.	Midwest Growth Properties - Hawkinsons	Office of the Iowa Secretary of State
Entertainment Cruises	Gerdau	Hills Bank and Trust Company	Iowa School for the Deaf/Iowa Educational Services for the Blind and Visually Impaired	Lincoln Financial Group	Midwest Professional Staffing	Office Team
Epic	Gilbane Building Company	Hirschbach Motor Lines	Iowa Solutions	Lincoln Public Schools	Millang Financial Group	Old Brick
Ernst & Young	Girl Scouts of Eastern Iowa and Western Illinois	HNI Corporation	Iowa Valley School District	Linn-Mar Community School District	Milliman	Oliver Wyman Actuarial Consulting LLC
ESCO Group	Glendale Elementary School District #40	Holmes Murphy & Associates	J.H. Findorff.com	Load Delivered Logistics	Minneapolis Financial Group	Omaha Public Schools
Ethos Group	Glenwood Community School District	Honkamp, Krueger, & Co	Jewell Tool Technology	Lockton Companies	Minneapolis Police Department	OmniVista Solutions, Inc.
FactSet Research Systems	GNP Company	Hoopis Financial Group, a general agency of MassMutual	Jewel-Osco	Lower Kuskokwin School District	MMS Consultants, Inc.	Oracle
Fast Enterprises	GoDaddy	Hormel Foods Corporation	John Deere	LWB	Modern Woodmen of America	OSO USMC
Fastenal Company	Goldman Sachs	Houston Independent School District	Johnson Controls Inc.	Maine TWP High School District 207	MODUS Engineering	Otis Elevator Company
Federal Bureau of Investigation	Goodwill of the Heartland	HR Green	Joliet Township High School	Manhard Consulting	Moline	Ottumwa Community Schools
Federal Deposit Insurance Corporation (FDIC)	Google	Hy-Vee, Inc.	Kansas Department of Transportation	Manor Hall International School	Momentum Staffing Group	Owatonna Public Schools
Federal Home Loan Bank of Des Moines	Gordmans	IAC Group	Katecho	Marco, Inc.	Monsanto	Palmer Group
Federal Mogul Corporation	Grantek Systems Integration	IBM	Kenilworth Science & Technology School	Marion Independent School District	Motorola Solutions, Inc.	Pariveda Solutions
Federated Mutual Insurance Company	Grassroots Campaigns	ICONIQ Capital	Kent Corporation	Marion Process Solutions	Mount Vernon Community School District	Parker Hannifin Corporation
Fehr Graham	GreatAmerica Financial Services	IDNR Dam Safety Program	Kern High School District	Marriott International	MSA Professional Services	Parker Unified School District
Fidelity & Guaranty Life	Greater Cedar Valley Alliance & Chamber	IDx LLC	Kforce, Inc.	Marsh and Mercer	MSDSonline	Pasadena Public Schools (Texas)
Fidelity Investments	Greater Des Moines Partnership	iHeartMedia	Kiesling Associates	Marshalltown Company	Mt. Pleasant School District	PCT Engineered Systems
First National Bank of Omaha	Greater Dubuque Development	IIW, P.C.	Kildeer District 96	Mason City Community Schools District	Muscatine Community School District	Peace Corps
Fleet Feet Sports	Corporation	IMPACT	Kimberly Clarke	Mass Markets (formerly TMOne and ERC)	Musco Sports Lighting, LLC	Pearson
FM Global	Green Iowa AmeriCorps	Innomatix LLC	KJWW Engineering Consultants	Maurice Sporting Goods	Mutual Of Omaha Financial Advisors - Iowa City, IA	Pella Corporation
FoodCorps	Grinnell Mutual Reinsurance Company	Innovative Software Engineering	Kohl's Department Stores	MB Financial Bank	Nanomedtrix	Penske Truck Leasing
Foth & Van Dyke LLC	GROWMARK	Insight Global, Inc.	Kohler Co.	McAdam Financial Group	Nationwide Insurance	Pepsico
Fountain Fort-Carson School District #8	Guardian Industries	Integrated DNA Technologies	KONE	McClure Engineering	Neogen	Pixar Animation Studios
Fresh Thyme Farmers Markets	Hach Company	International Paper, Cedar River Mill	KPMG LLP	McGrath Automotive Group	New York Life Insurance Company	
Frontier Co-op	Hall & Hall Engineers, Inc.	Iowa 80 Group	Kum & Go	McGraw-Hill Education	NextEra Energy	
	Hampton, Lenzini and Renwick Inc.	Iowa Army National Guard	Kunkel & Associates, Inc.	Mead Johnson Nutrition	NISC	
		Iowa Bankers Association	Kwik Trip, Inc.	Mediacom	Noble Network of Charter Schools	
		Iowa Board of Educational Examiners		Medirevv	North Scott Community School District	
		Iowa City Community School District		Medix Staffing Solutions, Inc.		

Continued >>

Employer Relations and Events

Employer Relations Program Participants CONTINUED

Pleasant Valley Community School District	Sequel Youth & Family Services	Tinker Air Force Base Civilian Employment	Vascular Solutions, Inc.
PLS Logistics Services	Shasta QA	Tippie Full-Time MBA	Verizon Wireless
PMX Industries	Shaw Industries	TMC Transportation	Vermeer Manufacturing Company
Pollution Prevention Services	Shearer's Snacks	Total Quality Logistics (TQL)	Vibrant Credit Union (formerly Deere Employees Credit Union)
Price Industrial Electric, Inc.	Sherwin-Williams Company	Townsquare Media	VIDA Diagnostics, Inc.
PricewaterhouseCoopers (PWC)	Shive-Hattery	Transamerica	Viking Pump
Primerica	Shoemaker & Haaland	Trapeze Group	Vizient
Principal Financial Group	Siemens Product Lifecycle Management Software Inc.	Travelers Companies, Inc.	Von Maur
Principal Financial Group - Iowa City	Snyder & Associates	Trinity Consultants	Voya
Produce Iowa	Sogeti USA	Trinity Industries	
Produce Pro Software	Solar Plastics, Inc.	TRISTAR Insurance Group	
Proven Business Systems	Sonoma Partners	TrueNorth Companies	
Prudential	Source Allies, Inc.	Trunk Company	
QCI	Southeast Polk Community School District	U.S. Bank	Wabtec Railway Electronics
R.S. Stover Company	Southwestern Advantage	U.S. Xpress Logistics	Walgreens
Raining Rose	Stanley Consultants	UI Center for Biocatalysis and Bioprocessing	Walmart Stores Inc.
Ralston Public Schools	State Farm Insurance Companies	UI College of Education	Washington Elementary School District
Real Capital Markets	State of Iowa	UI College of Law	Waterloo Community School District
Real Estate Research Corporation	State Street	UI College of Medicine	Waukegan Community Unit School District No. 60
Red Star Yeast Company	Statistics & Control, Inc.	UI College of Public Health	Wells Enterprises
Renaissance Financial	Stepan Company	UI Graduate College	Wells Fargo - Community Banking
Renewable Energy Group, Inc.	Strand Associates, Inc.	UI Museum of Natural History	Wells Fargo Consumer Lending Group
RFA Engineering	Summer of the Arts	UI School of Urban and Regional Planning	Wells Fargo Home Mortgage
RGA Reinsurance Company	SWWC Service Cooperative	UI Study Abroad Internships	Werner Enterprises
Rialto Unified School District	Synergy Associates	UICCU	West Bend
Rite-Hite Corporation	Tanager Place	Uline	West Des Moines Community School District
Robert Half International/ Accountemps	Target (Stores and Distribution)	Union Pacific Railroad	West Liberty Community School District
Rock Island Community School District	Target Corporation (HQ)	United Fire Group	West Liberty Foods, LLC
Rockwell Automation	Tata Consultancy Services	United Rentals	Whirlpool Corporation - Amana Division
Rockwell Collins	Tate & Lyle	United States Liability Insurance Group	White Bear Lake Area Schools
Roth & Company PC	TaxACT	UnitedHealth Group	Wichita Public Schools
RSM (Formerly McGladrey)	Teach for America	Universal Industries, Inc.	Widefield School District 3
RTM Engineering Consultants	Team Staffing Solutions	University of Chicago	Willett, Hofmann & Associates, Inc.
RTP COMPANY	TekSystems	UNO Charter School Network	William Blair
Ruffalo Noel Levitz	Telepharm	Urban Teachers	Williamsburg School District
Rush University Medical Center	Telligen	US Air Force	Willis Towers Watson
Sabljak Raether Hogerton, Milwaukee	Terex Corporation	US Army	Workiva
Safelite Group	Textura Corporation	US Army Chaplain Corps	
Sammons Financial Group	The Buckle	US Army Corps of Engineers Rock Island District	Xavier High School
Sam's Club	The Burke Group	US Army Corps of Engineers, Omaha District	XL Specialized Trailers
San Antonio ISD	The Gazette	US Army Healthcare	Yuma Union High School District #70
SantosHuman, Inc.	The IMT Group	US Department of State	Zoetis
Saydel Community School District	The Kraft Heinz Company	US Marine Corps Officer Programs	
Scheider Electric	The LaSalle Network	US Navy	
Schumacher Elevator Company	The Procter & Gamble Company	Vail Systems, Inc.	
Scientific Games Interactive	The Washington Center for Internships and Academic Seminars	Valent Biosciences Corporation	
Securian	The Whiting-Turner Contracting Company	Van Meter	
Sedgwick	Thomas L. Cardella & Associates		
Sentry Insurance	Thrivent Financial		



Lauren Bannon

FINANCE AND MARKETING, MAY 2016 GRADUATE

"Mock interviews and the career fair were crucial to my internship and full-time opportunities. The Career Center is a great go-to place, but even cooler is that they come to you. Sara Burden and other advisors have presented to various classes and orgs I'm involved with, and each time, I learn something new about the job/internship search. Without their expertise and aid, I and many other students would not have the same professional polish the University of Iowa and Tippie College of Business prides themselves on."

Over
1,000
more positions
were posted in
2016 than in 2015 in
HireaHawk.com



Employer Relations and Events

Student comments:

"The Fair was a great opportunity. Everyone should go at least once."

"The Fair felt laid back and the recruiters were welcoming and friendly."

"The Fair provides a good learning experience for students and the ability to have face time with companies you may otherwise not be able to contact."

"It's very informative and exciting to consider all of the post-college opportunities available to UI students."

"I liked the variety of employers. The atmosphere was very professional, and it was a great experience."

Career Fairs

Fall 2015-Spring 2016

Diversity Networking Event

—Wednesday, September 23

52 students attended
33 employers participated

Fall Job & Internship Fair

—Thursday, September 24

1,494 students attended
180 employers registered

Actuary Science, Insurance & Risk Management Career Fair

—Wednesday, September 30

121 students attended
40 employers participated

Spring Job & Internship Fair

—Wednesday, February 24

1,038 students attended
167 employers registered

Educator Fair

—Friday, April 1

129 students attended
58 districts registered



Courtney Warren

ELEMENTARY EDUCATION, MAY 2016 GRADUATE

"The Pomerantz Career Center at the University of Iowa helps prepare students for life after college unlike any other school in Iowa. With the help of Melissa, my resume was concise, organized and professional. As a result, I was offered an interview, and later a career, with a school district who only saw "me" on paper. I strongly encourage all UI students to take full advantage of the many resources, support and advice offered through the Pomerantz Career Center to make the transition from college to adulthood a smooth one."



Annual Graduate Survey

The Pomerantz Career Center contacts the recent graduates of five undergraduate colleges of The University of Iowa: Tippie College of Business, College of Liberal Arts & Sciences, College of Education, College of Engineering and College of Nursing. The graduates have an opportunity to complete the survey on the web or through a call center representative upon graduation. Alumni provide several key pieces of outcome information about their employment status. The outcome information tells whether they are:

- Employed and the industry, employer, job title, location and salary
- Continuing education and the level and location
- Not seeking employment and the reason
- Still seeking employment

Annual Graduate Survey

The University of Iowa First Destination Survey Results: Fall 2015–Summer 2016

Collected by Pomerantz Career Center

Overall First Destination: Undergraduates

These are the results for 3,370 UI graduates out of 4,584 graduates during the period from Fall 2015 through Summer 2016 for the College of Liberal Arts & Sciences, College of Business, College of Engineering, College of Nursing and College of Education.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (2,423/3,370)	71.9%	
Continuing Education (666/3,370)	19.7%	
Not Seeking Employment (99/3,370)	2.9%	
Seeking Employment (182/3,370)		5.4%
Totals†	94.6%	5.4%

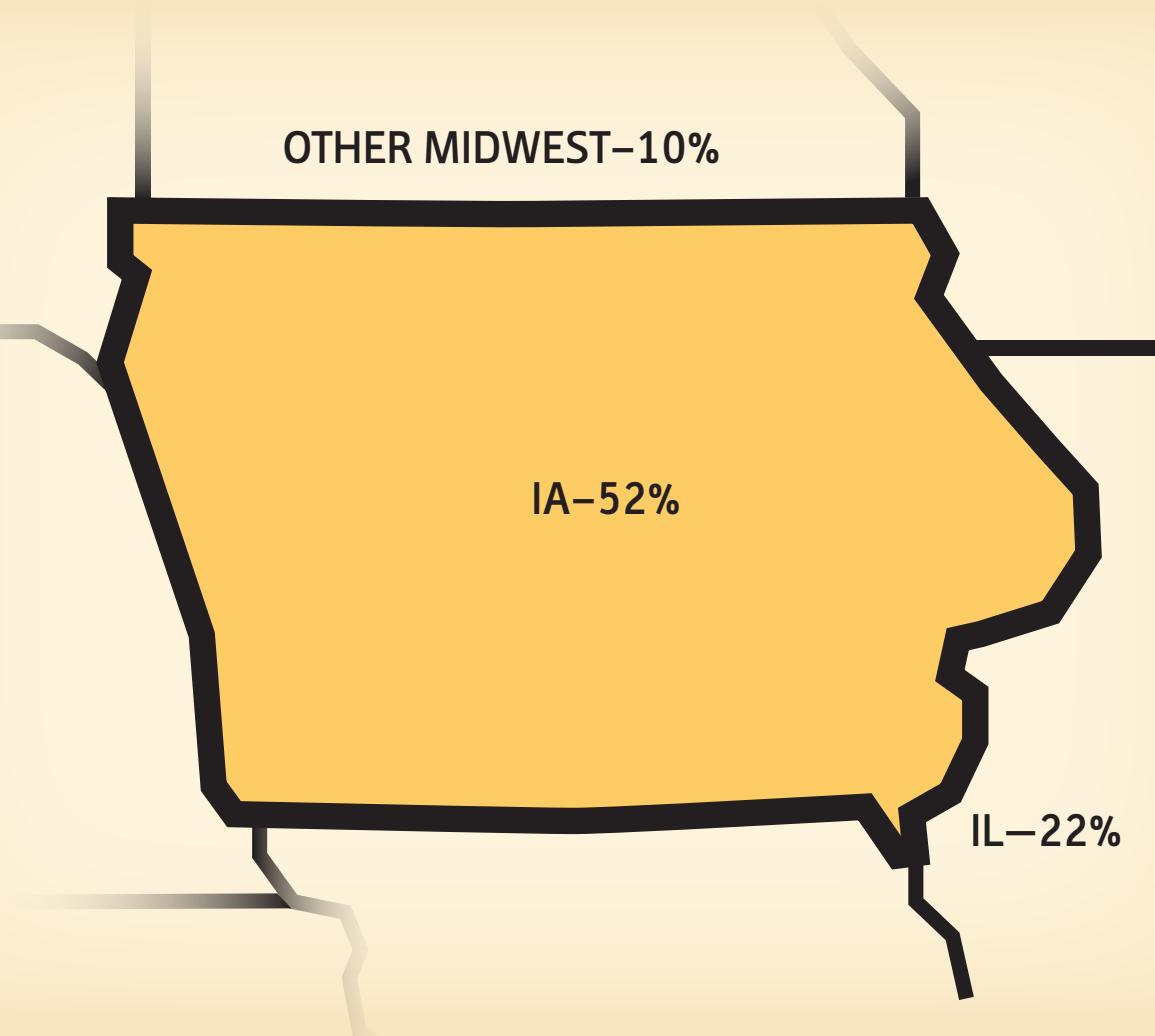
AVERAGE SALARY = \$45,430

MEDIAN SALARY = \$44,000

*† Total may not add up to 100% due to rounding off;
College of Nursing and Education does not graduate
students in summer semester.*

JOB OFFERS ACCEPTED BY GEOGRAPHIC LOCATION

States/Regions for reporting 2,247 UI Graduates Employed



- Iowa-52%
- Illinois-22%
- Other Midwest: Indiana, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin-10%
- MIDWEST REGION TOTAL -83.0%
- East—Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont-2%
- West—Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming-3%
- Southwest—Arizona, Colorado, New Mexico, Oklahoma, Texas-4%
- South: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia- 3%
- International (All other countries, including US territories, other than the US & D.C.) -2%
- Unknown (No country reported) -2%†

Annual Graduate Survey

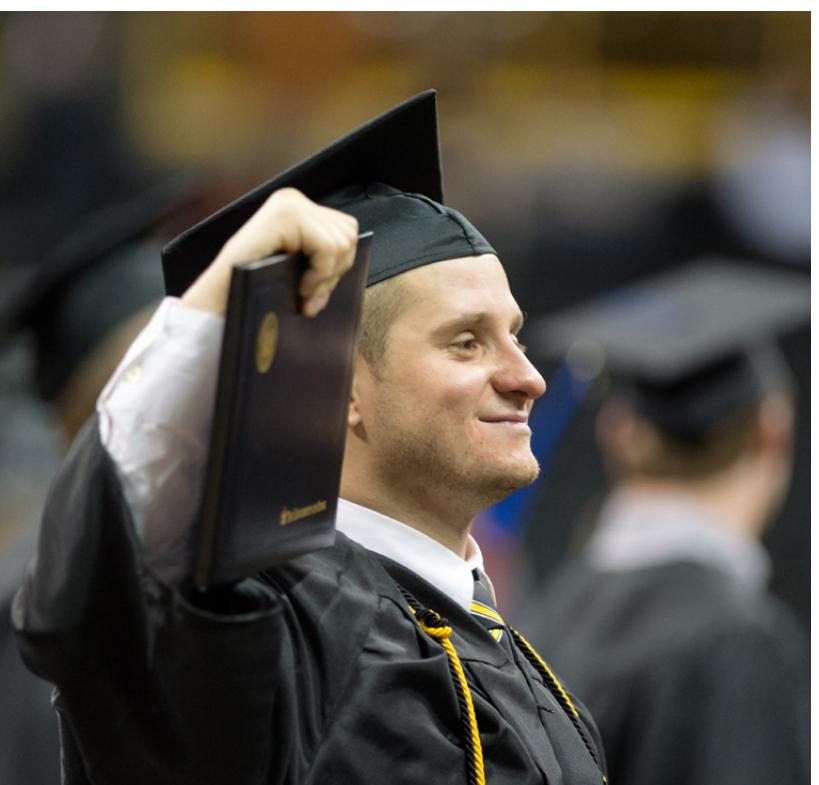
Tippie College of Business:

The response rate for the Tippie College of Business was 663 out of 840 graduates.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (555/663)	83.7%	
Continuing Education (77/663)	11.6%	
Not Seeking Employment (13/663)	1.9%	
Seeking Employment (18/663)		2.7%
Total†	97.3%	2.7%

AVERAGE SALARY = \$48,447

MEDIAN SALARY = \$49,000



College of Education:

The response rate for College of Education was 140 out of 174 graduates.

Note: Those students who are counted as graduates from the College of Education are in turn recommended by the College of Education for teaching licensure in their respective state and receive their degree through the College of Liberal Arts & Sciences.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (117/140)	83.6%	
Continuing Education (7/140)	5%	
Not Seeking Employment (3/140)	2.1%	
Seeking Employment (13/140)		9.3%
Total†	90.7%	9.3%

AVERAGE SALARY = \$39,486

MEDIAN SALARY = \$38,590

College of Engineering:

The response rate for College of Engineering was 286 out of 373 graduates.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (219/286)	76.6%	
Continuing Education (47/286)	16.4%	
Not Seeking Employment (2/286)	.7%	
Seeking Employment (18/286)		6.3%
Total†	93.7%	6.3%

AVERAGE SALARY = \$60,503

MEDIAN SALARY = \$60,000

† Total may not add up to 100% due to rounding off; College of Nursing and Education does not graduate students in summer semester.

Annual Graduate Survey

College of Liberal Arts & Sciences:

The response rate for College of Liberal Arts & Sciences was 2,112 out of 3,011 graduates.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (1,372/2,112)	65%	
Continuing Education (529/2,112)	25%	
Not Seeking Employment (80/2,112)	3.8%	
Seeking Employment (131/2,112)		6.2%
Total†	93.8%	6.2%

AVERAGE SALARY = \$38,156

MEDIAN SALARY = \$36,000



College of Nursing:

The response rate for College of Nursing was 169 out of 197 graduates.

UNDERGRADUATE STUDENTS	SUCCESS RATE	SEEKING
F/P Employment (160/169)	94.7%	
Continuing Education (6/169)	3.6%	
Not Seeking Employment (1/169)		.6%
Seeking Employment (2/169)		1.2%
Total†	98.8%	1.2%

AVERAGE SALARY = \$52,752

MEDIAN SALARY = \$52,000

*† Total may not add up to 100% due to rounding off;
College of Nursing and Education does not graduate
students in summer semester.*

Fortune 500
Companies
Hiring UI Students
in 2015-2016

Abbott Laboratories	Genesis Healthcare	Prudential Financial
AbbVie	Hormel Foods Corporation	Rockwell Automation
Aflac Incorporated	HP	Rockwell Collins
AGCO Corporation	J.C. Penney Company	St. Jude Medical
Alphabet	JPMorgan Chase & Co.	Starbucks Corporation
Altria Group	Kellogg Company	State Farm Insurance Cos.
Amazon.com	Kohl's Corporation	State Street Corporation
Ameriprise Financial	Liberty Mutual Holding	Stryker Corporation
Anthem	Company	Supervalu
Aramark	Lockheed Martin	Target Corporation
Archer-Daniels-Midland	Corporation	The Allstate Corporation
Company	Marriott International	The Goldman Sachs Group
Arthur J. Gallagher & Co.	Massachusetts Mutual Life	The Kraft Heinz Company
Bank of America	Insurance Company	The Procter & Gamble
Corporation	McDonald's Corporation	Company
Baxalta Incorporated	Monsanto Company	The Sherwin-Williams
Baxter International	Motorola Solutions	Company
Best Buy Co.	Mutual of Omaha Insurance	The Walt Disney Company
C. H. Robinson Worldwide	Company	Thermo Fisher Scientific
Casey's General Stores	Nationwide Mutual	Tyson Foods
Caterpillar	Insurance Co.	Union Pacific Corporation
CDW Corporation	Navistar International	United Continental
CIGNA Corporation	Corporation	Holdings
ConAgra Foods	New York Life Insurance	United Parcel Service
Costco Wholesale	Company	UnitedHealth Group
Corporation	Nordstrom	Incorporated
CVS Health Corporation	Norfolk Southern	US Foods Holding Corp.
Deere & Company	Corporation	Verizon Communications
Discover Financial Services	Northrop Grumman	Voya Financial
DISH Network Corporation	Corporation	W.W. Grainger
Dollar Tree	Northwestern Mutual Life	Walgreens Boots Alliance,
EMC Corporation	Insurance Company	Inc.
FedEx Corporation	Oracle Corporation	Wal-Mart Stores
First American Financial	Pacific Life	Wells Fargo & Company
Corporation	PepsiCo	
General Electric Company	Pfizer	
General Mills	Principal Financial Group	



The University of Iowa
Marvin A. and Rose Lee
Pomerantz Career Center

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Pomerantz Career Center
Staff

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Iowa City, Iowa 52242

319-335-1023
www.careers.uiowa.edu

Top Full-Time Hiring Employers 2015-2016

7G Distributing
ACT
Aerotek
Aflac
Amazon
AmeriCorps
Ann & Robert H. Lurie Children's Hospital
Bank of America Merrill Lynch
Billion Automotive
BMO Harris Bank
Bread Garden Market
Businessolver
C.H. Robinson
Cedar Rapids Community School District
Cerner
Cigna
City of Coralville
Clear Creek Amana School District
College Community School District

Cottingham & Butler
Coyote Logistics
Deloitte
Echo Global Logistics
Edward Jones
EKS&H
Enterprise Holdings
Enterprise Rent-A-Car
Epic
Ernst & Young
Fast Enterprises
GEICO
Genesis Health Systems
Google
Groupon
Guaranteed Rate
hibu
Hills Bank
HNI
Holmes Murphy & Associates

Hon
Hy-Vee
IBM
Insight Global
Integrated DNA Technologies
Iowa City Community School District
JET Program
John Deere
Kforce Inc.
Kraft-Heinz
Lutheran General Hospital
Make-A-Wish
Mayo Clinic
Medtronic
Mercy Medical Center
Mercy Medical Center North Iowa
Meredith Corporation
MidWestOne Bank
Morningstar
Muscatine Community School District

Nationwide Insurance
Neighborhood Centers of Johnson County
Northwestern Memorial Hospital
Northwestern Mutual
Northwestern University
Pariveda Solutions
PepsiCo
Principal Financial Group
PwC
Robert Half
Rockwell Collins
RSM
Scheels
Sedgwick
Shive-Hattery
Siemens
Stryker
Systems Unlimited
Tanger Place

Target
TaxAct
TEKsystems
The University of Iowa
Toyota Financial Services
Transamerica
U.S. Air Force
U.S. Army
U.S. Bank
UI Hospitals and Clinics
United Airlines
United Fire Group
UnityPoint Health
UpRight Law
Vanguard
VelocityEHS
Wells Fargo
West Liberty Community School District
Yelp

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